Implementation Factors

What Factors Influence Implementation?

A policy, practice or program is more likely to achieve goals when implemented effectively in settings and with populations that are a good fit. There are particular factors related to the violence prevention approach, the context and the implementing organization that can determine the likelihood of high-quality implementation. This tip sheet highlights some of the major factors to consider during implementation.

Practitioner and Organizational Factors

General factors are important in implementing any type of violence prevention approach. They relate to the general functioning of an organization. **Approach specific factors** are dependent upon the specific violence prevention approach being implemented. Both of these types of factors can influence the success of implementation.

	Practitioner	Organization
General	• **Competency** – General skills and expertise not specific to any one violence prevention approach, such as the ability to relate to others or facilitation skills	• **Climate and Culture** – Work environment, shared vision, openness to innovation, shared decision-making • **Leadership** – Management that is supportive, engaged, can respond effectively to issues that arise, and works collaboratively with others to solve problems • **Staff and Resources** – Access to financial, organizational, and human resources including an experienced workforce that is prepared
Approach Specific	• **Knowledge and Skills** – Knowledge and skills specific to the violence prevention approach including program content, theory, essential elements and delivery methods • **Attitude and Motivation** – Practitioner's attitude toward the violence prevention approach and their motivation for implementing the approach • **Similar Experience** – The practitioner's experience implementing similar types of violence prevention approaches • **Training and Support** – Access to ongoing training and support related to implementation of the violence prevention approach	• **Resource Availability** – provision of adequate resources required to implement the violence prevention approach (staff, training, materials, space, etc.) • **Commitment to Approach** – demonstrated commitment to achieving the program outcomes, creation of favorable conditions for program implementation, and presence of a recognized champion • **Data and Evaluation** – collecting data on needs, implementation and outcome data to support continuous quality improvement and measure program success

Community and Societal Factors

There are a number of factors related to the surrounding community and the larger context that are also important to consider. Here are a few factors that can influence a community's readiness to implement violence prevention approaches:

Community	Societal
• **Collaboration and Partnerships** – Connections to other practitioners and stakeholders including collaboration around resources and knowledge • **Perceived need for and benefit of approach** – Acknowledgment that the violence prevention issue being addressed is important and the specific approach for addressing it is appropriate • **Fit with other approaches in the community** – Ways in which the approach complements, duplicates or contradicts existing violence prevention approaches in the community	• **Climate** – Social norms and general attitudes toward violence prevention generally or the approach specifically • **Policies** – Laws, regulations or operational procedures that may support or hinder the ability to address a specific violence prevention issue or implement a specific approach • **Funding Environment** – Availability of resources for violence prevention including restrictions or requirements imposed by funders

Strengthening Capacity for Implementation

Once you have considered the various factors influencing implementation, the following steps can build the capacity of the violence prevention agencies within your community to increase the likelihood of successful implementation.

General Capacity	Approach Specific Capacity
• Develop common standards for organizational capacity of violence prevention agencies • Provide training on best practices for organizational functioning • Encourage agencies to conduct capacity assessments • Provide resources for capacity building	• Provide access to training and ongoing technical assistance specific to the policy, practice or program being implemented. • Ensure staff have a clear understanding of essential elements of the policy, practice or program (*see Using Essential Elements to Select, Adapt, and Evaluate Violence Prevention Approaches for more information*) • Cultivate policy, practice or program champions within the community • Facilitate community buy-in and collaboration • Encourage the use of data to guide continuous improvement • Reach out to violence prevention experts and other communities implementing a specific policy, practice or program

Additional Resources

Implementation Drivers: Assessing Best Practices (National Implementation Research Network)

*https://implementation.fpg.unc.edu/sites/implementation.fpg.unc.edu/files/NIRN-Implementation
DriversAssessingBestPractices.pdf*